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CANBERRA

**AVERAGE EARNINGS
AND HOURS OF
EMPLOYEES
AUSTRALIA**

NOVEMBER 1983

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AVERAGE EARNINGS AND HOURS OF EMPLOYEES AUSTRALIA NOVEMBER 1983

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Australian Statistician

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EXPLANATORY NOTES

Introduction

This publication contains results of a sample survey which was conducted in respect of a pay-period ending on or before 18 November 1983. It is the third of a series of annual publications based on an interim quarterly survey of earnings which was introduced in September 1981. For the December quarter each year a more detailed dissection of earnings and additional information on hours paid for is collected in the survey.

2. The interim quarterly survey of earnings was phased out after the December 1983 quarter and replaced by a new survey based on a new sample selected from an upgraded ABS register of businesses (see paragraph 3). To provide a statistical link between the old and new surveys both samples were run in parallel for the December quarter. The more detailed dissections of earnings collected for the December quarter each year were obtained only from the old sample but the estimates have been adjusted based on the relationship between estimates from the old and new surveys for broader aggregates to maintain consistency with revised estimates for the December 1983 quarter published on 12 July 1984 in *Average Weekly Earnings, States and Australia* (6302.0).

3. Background information for the introduction of the new sample is provided in *Information Paper; New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

5. A sample of employers listed on the ABS register of businesses was selected to ensure adequate State and industry representation. Industry was determined at the establishment level and all establishments of an enterprise within a State classified to a common industry were treated as a single composite unit. These industry units were then formed into categories or 'strata' according to their employment as recorded on the ABS register of businesses, and a random sample was then selected within each category. Some 3,400 employers were included in the sample.

6. As a result of the structuring of the sample by industry of establishment, some enterprises within a State may comprise more than one industry unit for survey purposes. In cases of this kind, separate returns have been sought for each of the industry units selected in the survey.

Definitions

7. *Reference period* for the survey refers to the last pay period ending on or before 18 November 1983.

8. *Employees* refers to all wage and salary earners (as defined in paragraph 4) who receive pay for any part of the reference period.

9. *Full-time employees* are those who work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 30 hours or more a week. Full-time employees temporarily on short-time, or who began or ceased work during the reference period, are included. Some employees, who were paid for a weekly attendance of less than 30 hours (e.g. aircrews, teachers, university lecturers), are classified as full-time if they worked the normal scheduled hours for a full-time week.

10. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

11. *Non-managerial employees* include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

12. *Weekly total earnings* refers to one week's earnings of employees for the reference period, before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Earnings comprise

<i>ASIC code</i>			
<i>Division</i>	<i>Sub-division</i>	<i>Title</i>	<i>Abbreviated description used</i>
B		Mining	
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other manufacturing(a)	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G,H		Transport and storage; communication	
I		Finance, property and business services	Finance, business services
J,K		Public administration and defence(b); community services	Public administration, community services, etc.
L		Other industries(c) (entertainment, recreation, restaurants, hotels and personal services)	Other industries
		Total	

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A. (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

ordinary time earnings, over-award payments, overtime earnings; penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period and payments for leave taken during the reference period. Excluded are retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

13. *Weekly overtime earnings* refers to that part of *weekly total earnings* for hours paid for in excess of award, standard or agreed hours of work.

14. *Weekly ordinary time earnings* refers to that part of *weekly total earnings* attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the reference period.

15. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where

agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

16. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

17. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

Comparability with previous surveys

18. As a result of the adjustments made to the estimates (see paragraph 2), the tables on average earnings in this publication are not comparable with those obtained from the 1982 and 1981 surveys. For users who need to calculate approximate equivalents for these surveys, the factors used to make adjustments at both State and industry levels are available on request.

Reliability of the estimates

19. Since the estimates are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ by chance from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical note on page 14.

Industry classification

20. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1978 Edition, Volume 1—The Classification* (1201.0). The table on page 2 shows the ASIC subdivisions used in the survey and abbreviated descriptions used in some tables.

Related publications

21. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia (Preliminary) (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia, May 1983 (6306.0)

Weekly Earnings of Employees (Distribution), Australia, August 1983 (Preliminary) (6309.0) and final publication (6310.0), containing results of household surveys conducted annually

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0)—issued quarterly

Overtime, Australia (6330.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly, new series replacing the *Wage Rates Indexes*.

22. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

* subject to sampling variability too high for most practical uses. See the Technical note on page 14.

NOTE: The estimates of average weekly earnings are rounded to the nearest 10 cents.

R. J. CAMERON
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**SURVEY OF EARNINGS (PART A—WEEKLY EARNINGS)
WEEK ENDING 18 NOVEMBER 1983**

NUMBER OF EMPLOYEES

MALES

FEMALES

FULL-TIME ADULTS—MANAGERIAL.....	MA	
FULL-TIME ADULTS—NON-MANAGERIAL	MB	
FULL-TIME JUNIORS	MC	
PART-TIME ADULTS	MD	
PART-TIME JUNIORS	ME	
TOTAL EMPLOYEES	MF	

FA	
FB	
FC	
FD	
FE	
FF	

WEEKLY OVERTIME EARNINGS

(To nearest dollar)

FULL-TIME ADULTS—NON-MANAGERIAL.....	MG	\$	
--------------------------------------	-----------	----	--

FG	\$	
-----------	----	--

**TOTAL GROSS WEEKLY EARNINGS (Including Weekly Overtime Earnings)
(To nearest dollar)**

FULL-TIME ADULTS—MANAGERIAL (ensure that any overtime earnings of managerial staff are included)	MH	\$	
FULL-TIME ADULTS—NON-MANAGERIAL	MJ	\$	
FULL-TIME JUNIORS	MK	\$	
PART-TIME ADULTS	ML	\$	
PART-TIME JUNIORS	MM	\$	
TOTAL EMPLOYEES	MN	\$	

FH	\$	
FJ	\$	
FK	\$	
FL	\$	
FM	\$	
FN	\$	

**WEEKLY OVERTIME HOURS PAID FOR
(To nearest hour)**

FULL-TIME ADULTS—NON-MANAGERIAL.....	MP	
--------------------------------------	-----------	--

FP	
-----------	--

**TOTAL WEEKLY HOURS PAID FOR (Including Weekly Overtime Hours)
(To nearest hour)**

FULL-TIME ADULTS—NON-MANAGERIAL	MR	
FULL-TIME JUNIORS	MT	
PART-TIME ADULTS	MU	
PART-TIME JUNIORS	MV	

FR	
FT	
FU	
FV	

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or employment).

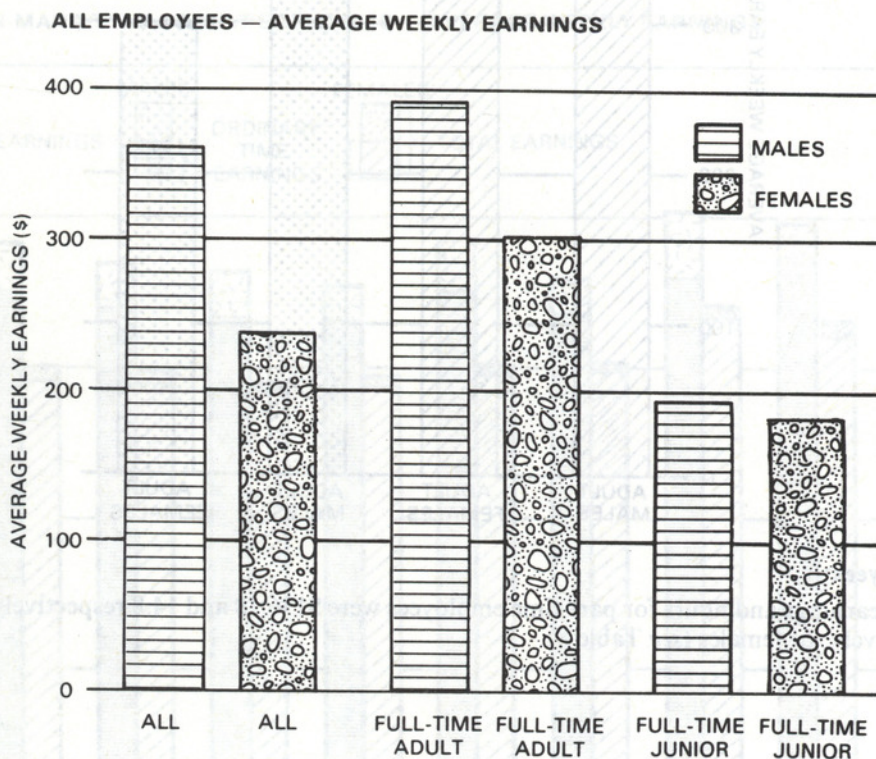
Name of person to be contacted if any queries arise regarding the return:

Mr _____
 Mrs _____ Phone number _____ / _____ Date _____ Signature _____
 Miss _____
 Ms _____

SUMMARY OF FINDINGS

In November 1983, the average weekly earnings of male and female employees were \$362.00 and \$237.20 respectively (see Tables 1 & 2).

Adult employees who worked full-time, reported average weekly earnings of \$394.10 for males and \$303.90 for females and junior employees who worked full-time, reported average weekly earnings of \$194.80 for males and \$181.50 for females (see Tables 1 & 2).



Full-time employees

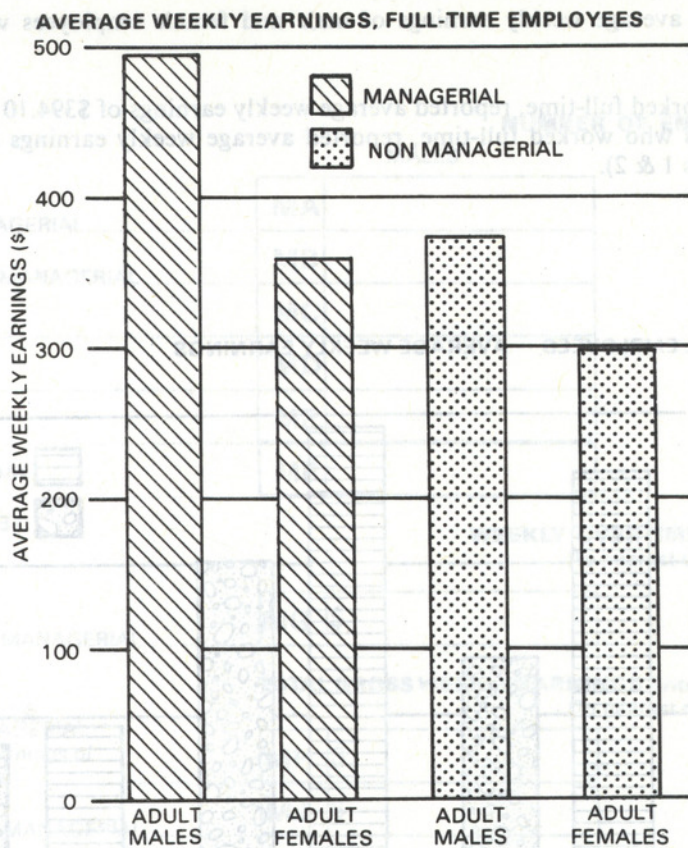
Managerial

Average weekly earnings for full-time managerial, executive and higher professional staff were \$495.20 for males and \$359.70 for females (see Table 7).

Non-managerial

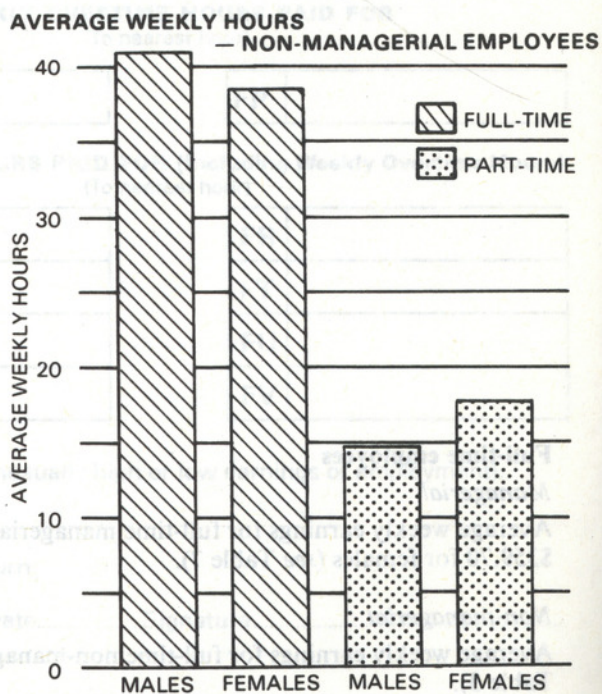
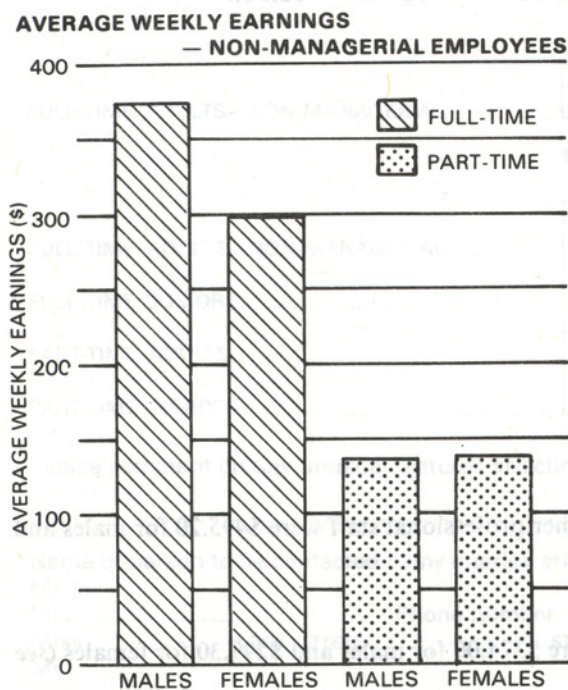
Average weekly earnings for full-time non-managerial employees were \$374.00 for males and \$299.30 for females (see Table 3).

Average weekly hours paid for were 40.2 for males and 38.5 for females (see Table 3).



Part-time employees

Average weekly earnings and hours for part-time employees were \$136.10 and 14.8 respectively for males and \$138.80 and 17.6 respectively for females (see Table 8).

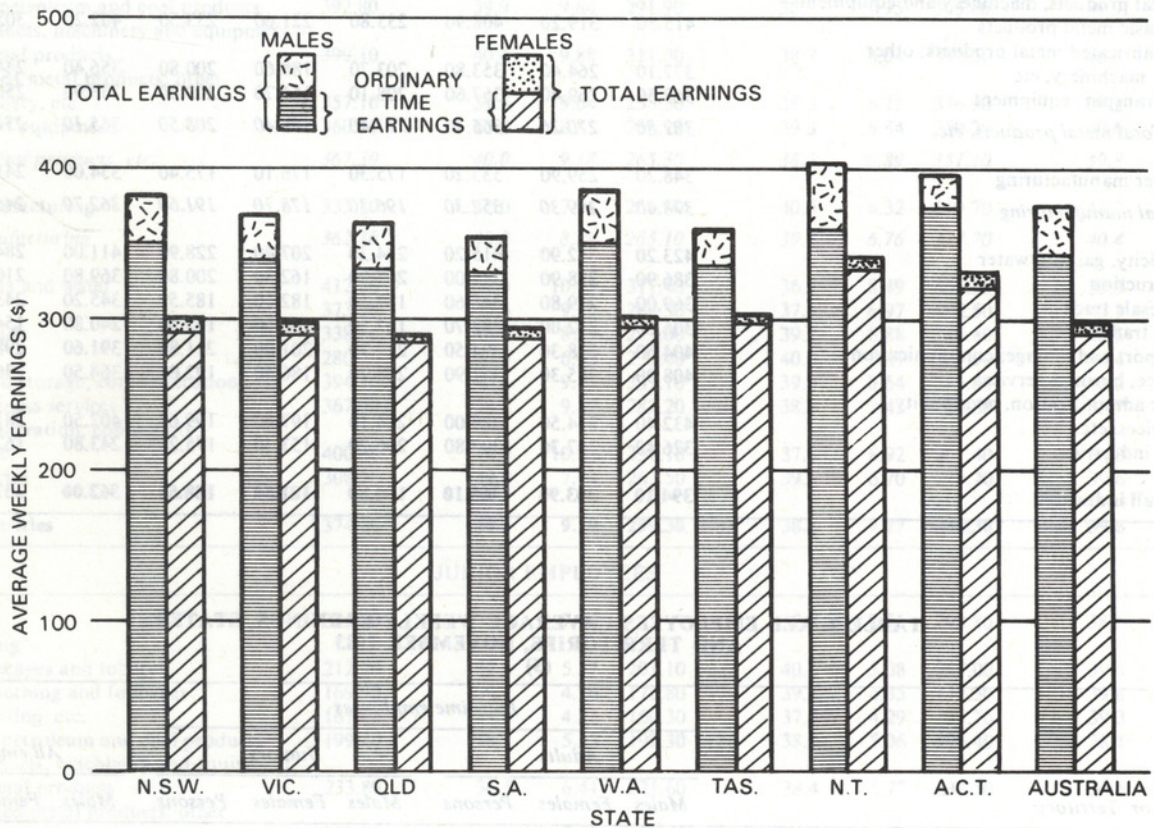


States

For full-time non-managerial adult males, average weekly earnings were highest in the Northern Territory (\$403.50) and in the Australian Capital Territory (\$396.60) and were lowest in South Australia (\$355.20) (see Table 5).

For full-time non-managerial adult females, average weekly earnings were highest in the Northern Territory (\$341.90) and lowest in Queensland (\$290.50) (see Table 5).

FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES — AVERAGE WEEKLY EARNINGS



Industries

Average weekly earnings of full-time non-managerial adult males were highest in Mining (\$535.30) and in Electricity, gas and water (\$412.80) and lowest in Retail trade (\$280.70) (see Table 3).

Average ordinary time hours for full-time non-managerial males ranged from 36.0 in Mining to 39.3 in Retail trade. Mining had the highest average overtime hours at 5.3 (see Table 4).

TABLES OF ALL EMPLOYEES (PRIVATE AND GOVERNMENT)

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983 (\$)

Industry	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	551.60	381.70	539.50	305.00	*	298.80	544.50	348.00	528.10
Manufacturing—									
Food, beverages and tobacco	382.60	292.70	361.00	212.20	203.10	207.00	368.10	257.40	337.00
Textiles; clothing and footwear	347.10	242.20	277.20	169.90	172.80	172.30	340.40	225.60	260.50
Paper, printing, etc.	389.30	284.00	356.50	167.40	160.30	165.70	369.30	245.50	325.20
Chemical, petroleum and coal products	422.90	298.70	392.10	199.40	192.30	196.40	417.50	282.90	381.70
Metal products, machinery and equipment—									
Basic metal products	415.80	319.20	408.90	233.80	221.60	233.50	402.20	303.50	394.80
Fabricated metal products; other machinery, etc.	377.10	264.40	353.80	203.70	188.60	200.80	356.40	244.60	331.80
Transport equipment	368.50	269.40	357.60	208.10	161.70	203.30	353.90	256.30	342.70
Total metal products, etc.	382.80	270.20	365.40	211.40	186.40	208.50	365.10	251.70	346.40
Other manufacturing	348.20	259.90	333.20	175.30	176.10	175.40	334.00	241.70	317.10
Total manufacturing	378.40	269.30	352.30	196.30	178.10	191.60	362.70	246.10	332.00
Electricity, gas and water	423.20	312.90	415.20	234.30	207.40	228.90	411.00	284.50	399.70
Construction	386.90	258.90	374.00	207.00	162.30	200.80	369.80	210.70	348.70
Wholesale trade	369.00	279.80	346.60	187.20	182.10	185.50	345.20	243.00	315.30
Retail trade	306.60	242.00	282.70	167.50	156.50	163.50	240.80	154.50	195.00
Transport and storage; communication	404.60	338.30	394.50	217.70	201.00	211.80	391.60	298.60	375.30
Finance, business services	408.00	285.30	351.90	208.20	186.40	192.00	364.50	236.00	296.20
Public administration, community services, etc.	432.40	344.50	389.00	204.10	197.40	199.60	402.50	281.90	334.30
Other industries	326.40	267.30	302.80	206.20	153.30	175.20	243.80	162.20	197.30
Total all industries	394.10	303.90	365.10	194.80	181.50	188.50	362.00	237.20	311.30

TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1983 (\$)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	401.70	301.90	367.60	196.60	183.70	188.70	372.00	242.50	318.20
Victoria	390.70	307.30	363.50	192.60	189.70	191.30	358.80	243.60	312.20
Queensland	381.30	292.40	355.50	209.40	168.20	190.20	348.40	233.80	306.50
South Australia	375.30	298.70	353.50	191.60	179.80	189.40	342.00	213.90	289.60
Western Australia	403.60	306.80	374.90	180.60	176.10	176.60	366.70	213.30	300.90
Tasmania	376.30	308.10	357.50	187.90	177.80	183.90	347.00	223.30	297.20
Northern Territory	426.50	344.90	398.00	194.50	206.50	199.10	402.00	285.20	353.50
Australian Capital Territory	454.00	343.80	411.90	210.80	200.00	206.40	399.10	280.20	348.30
Australia	394.10	303.90	365.10	194.80	181.50	188.50	362.00	237.20	311.30

TABLE 3. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1983

Industry	Males			Females			Persons		
	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
ADULT EMPLOYEES									
Mining	535.30	41.3	12.96	366.30	39.3	9.32	523.00	41.2	12.69
Manufacturing—									
Food, beverages and tobacco	366.20	41.9	8.74	288.70	38.8	7.44	345.70	41.3	8.37
Textiles; clothing and footwear	331.30	42.1	7.87	239.60	40.1	5.98	268.10	40.6	6.60
Paper, printing, etc.	378.00	41.4	9.13	280.50	39.7	7.07	345.70	41.0	8.43
Chemical, petroleum and coal products	392.80	39.9	9.84	291.90	36.7	7.95	363.60	38.9	9.35
Metal products, machinery and equipment—									
Basic metal products	399.10	40.4	9.88	311.30	38.7	8.04	392.50	40.3	9.74
Fabricated metal products; other machinery, etc.	357.10	39.5	9.04	258.50	38.3	6.75	336.00	39.2	8.57
Transport equipment	360.30	40.8	8.83	268.70	39.3	6.84	350.20	40.6	8.63
Total metal products, etc.	367.30	40.0	9.18	265.30	38.5	6.89	351.10	39.8	8.82
Other manufacturing	333.30	42.0	7.94	256.10	40.5	6.32	319.70	41.7	7.67
Total manufacturing	362.10	40.8	8.88	265.10	39.2	6.76	337.70	40.4	8.36
Electricity, gas and water	412.80	39.5	10.45	311.40	36.7	8.49	405.20	39.3	10.31
Construction	373.50	40.5	9.22	264.30	37.9	6.97	362.50	40.3	9.00
Wholesale trade	338.30	40.8	8.29	273.00	39.7	6.88	319.80	40.5	7.90
Retail trade	280.70	40.5	6.93	233.40	40.2	5.81	261.90	40.4	6.48
Transport and storage; communication	394.10	40.5	9.73	337.10	39.0	8.64	385.00	40.3	9.55
Finance, business services	367.90	39.7	9.27	282.20	38.0	7.43	320.60	38.7	8.28
Public administration, community services, etc.	400.00	38.9	10.28	337.10	37.8	8.92	367.40	38.3	9.59
Other industries	308.90	39.9	7.74	263.50	39.3	6.70	289.20	39.6	7.30
Total all industries	374.00	40.2	9.30	299.30	38.5	7.77	348.30	39.6	8.80
JUNIOR EMPLOYEES									
Mining	305.00	38.6	7.90	*	37.9	8.56	298.80	38.4	7.78
Manufacturing—									
Food, beverages and tobacco	212.20	39.5	5.37	203.10	40.0	5.08	207.00	39.6	5.23
Textiles; clothing and footwear	169.90	39.9	4.26	172.80	39.7	4.35	172.30	39.8	4.33
Paper, printing, etc.	167.40	39.8	4.21	160.30	37.4	4.29	165.70	39.3	4.22
Chemical, petroleum and coal products	199.40	38.1	5.23	192.30	38.0	5.06	196.40	38.1	5.15
Metal products, machinery and equipment—									
Basic metal products	233.80	36.5	6.41	221.60	38.4	5.77	233.50	36.6	6.38
Fabricated metal products; other machinery, etc.	203.70	39.8	5.12	188.60	38.4	4.91	200.80	39.6	5.07
Transport equipment	208.10	38.5	5.41	161.70	38.1	4.24	203.30	38.5	5.28
Total metal products, etc.	211.40	38.8	5.45	186.40	38.3	4.87	208.50	38.7	5.39
Other manufacturing	175.30	39.9	4.39	176.10	39.2	4.49	175.40	39.8	4.41
Total manufacturing	196.30	39.2	5.01	178.10	38.9	4.58	191.60	39.2	4.89
Electricity, gas and water	234.30	37.9	6.18	207.40	37.3	5.56	228.90	37.8	6.06
Construction	207.00	39.0	5.31	162.30	37.7	4.31	200.80	38.9	5.16
Wholesale trade	187.20	40.3	4.65	182.10	39.6	4.60	185.50	40.0	4.64
Retail trade	167.60	41.6	4.03	156.50	39.3	3.98	163.50	40.6	4.03
Transport and storage; communication	217.70	38.7	5.63	201.00	38.4	5.23	211.80	38.6	5.49
Finance, business services	208.20	39.5	5.27	186.40	38.2	4.88	192.00	38.6	4.97
Public administration, community services, etc.	204.10	38.9	5.25	197.40	38.2	5.17	199.60	38.4	5.20
Other industries	206.20	41.6	4.96	153.30	40.5	3.79	175.20	41.0	4.27
Total all industries	194.80	40.0	4.87	181.50	38.8	4.68	188.50	39.4	4.78

TABLE 4. FULL-TIME NON-MANAGERIAL EMPLOYEES : ADULT MALE AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1983

<i>Industry</i>	<i>Overtime earnings (\$)</i>	<i>Ordinary time earnings (\$)</i>	<i>Total earnings (\$)</i>	<i>Overtime hours paid for</i>	<i>Ordinary time hours paid for</i>	<i>Total hours paid for</i>
Mining	*	459.10	535.30	5.3	36.0	41.3
Manufacturing—						
Food, beverages and tobacco	*	312.90	366.20	*	37.8	41.9
Textiles; clothing and footwear	*	302.20	331.30	*	38.9	42.1
Paper, printing, etc.	*	336.10	378.00	3.3	38.1	41.4
Chemical, petroleum and coal products	45.00	347.80	392.80	2.6	37.3	39.9
Metal products, machinery and equipment—						
Basic metal products	48.40	350.70	399.10	3.4	37.0	40.4
Fabricated metal products; other machinery, etc.	41.00	316.10	357.10	2.1	37.4	39.5
Transport equipment	35.20	325.10	360.30	2.8	38.0	40.8
<i>Total metal products, etc.</i>	<i>41.30</i>	<i>326.00</i>	<i>367.30</i>	<i>2.5</i>	<i>37.5</i>	<i>40.0</i>
Other manufacturing	44.10	289.20	333.30	3.7	38.2	42.0
<i>Total manufacturing</i>	<i>43.40</i>	<i>318.70</i>	<i>362.10</i>	<i>3.1</i>	<i>37.7</i>	<i>40.8</i>
Electricity, gas and water	30.50	382.30	412.80	2.3	37.2	39.5
Construction	*	336.40	373.50	*	37.7	40.5
Wholesale trade	*	316.50	338.30	2.2	38.6	40.8
Retail trade	13.00	267.70	280.70	1.2	39.3	40.5
Transport and storage; communication	35.30	358.80	394.10	2.5	38.0	40.5
Finance, business services	*	354.10	367.90	*	38.3	39.7
Public administration, community services, etc.	15.10	384.90	400.00	1.0	37.8	38.9
Other industries	16.30	292.60	308.90	1.1	38.8	39.9
Total all industries	30.30	343.70	374.00	2.3	37.9	40.2

TABLE 5. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1983

AVERAGE WEEKLY EARNINGS (\$)								
<i>State or Territory</i>	<i>Full-time adult employees</i>						<i>Full-time junior employees</i>	
	<i>Average weekly overtime earnings</i>		<i>Average weekly ordinary time earnings</i>		<i>Average weekly total earnings</i>		<i>Average weekly total earnings</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
New South Wales	*	7.60	351.40	292.60	382.00	300.20	196.60	183.70
Victoria	29.90	7.10	339.40	290.80	369.30	297.90	192.60	189.70
Queensland	31.30	5.20	333.40	285.30	364.70	290.50	209.40	168.20
South Australia	24.80	6.40	330.40	288.30	355.20	294.70	191.60	179.80
Western Australia	*	6.80	350.30	295.70	386.20	302.50	180.60	176.10
Tasmania	23.00	*	336.00	299.30	359.00	304.30	187.90	177.80
Northern Territory	43.70	8.20	359.80	333.70	403.50	341.90	194.50	206.50
Australian Capital Territory	22.50	11.40	374.10	320.40	396.60	331.80	210.80	200.00
Australia	30.30	7.00	343.70	292.30	374.00	299.30	194.80	181.50
AVERAGE WEEKLY HOURS PAID FOR								
<i>State or Territory</i>	<i>Full-time adult employees</i>						<i>Full-time junior employees</i>	
	<i>Average weekly overtime hours paid for</i>		<i>Average weekly ordinary time hours paid for</i>		<i>Average weekly total hours paid for</i>		<i>Average weekly total hours paid for</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
New South Wales	2.2	0.7	37.3	37.4	39.6	38.1	39.0	38.5
Victoria	2.3	0.7	38.2	38.7	40.5	39.4	39.8	38.8
Queensland	2.4	0.5	38.3	38.1	40.7	38.6	40.1	38.9
South Australia	2.7	0.8	38.1	37.4	40.8	38.2	42.0	39.1
Western Australia	2.2	0.5	38.6	38.1	40.8	38.5	40.0	38.8
Tasmania	1.9	*	37.6	37.0	39.5	37.3	39.4	39.8
Northern Territory	3.0	0.7	37.8	37.9	40.8	38.5	38.8	38.0
Australian Capital Territory	1.6	0.6	37.8	36.4	39.4	37.0	39.5	38.9
Australia	2.3	0.6	37.9	37.9	40.2	38.5	40.0	38.8

**TABLE 6. FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES :
AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983
(\$)**

<i>Industry</i>	<i>Average weekly earnings</i>	<i>Industry</i>	<i>Average weekly earnings</i>
Mining	662.30	Electricity, gas and water	648.30
Manufacturing—		Construction	478.30
Food, beverages and tobacco	495.20	Wholesale trade	468.90
Textiles; clothing and footwear	415.30	Retail trade	361.10
Paper, printing, etc.	455.00	Transport and storage; communication	530.60
Chemical, petroleum and coal products	522.40	Finance, business services	487.70
Metal products, machinery and equipment—		Public administration, community services, etc.	632.60
Basic metal products	569.90	Other Industries	389.40
Fabricated metal products; other machinery, etc.	490.90		
Transport equipment	469.90	Total all industries	495.20
<i>Total metal products, etc.</i>	<i>496.50</i>		
Other manufacturing	452.60		
<i>Total manufacturing</i>	<i>484.90</i>		

**TABLE 7. FULL-TIME MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES :
AVERAGE WEEKLY EARNINGS, STATES, NOVEMBER 1983
(\$)**

<i>State</i>	<i>Males</i>	<i>Females</i>
New South Wales	504.60	322.10
Victoria	485.00	400.70
Queensland	478.40	320.60
South Australia	478.50	355.90
Western Australia	500.90	371.50
Tasmania	474.70	462.40
Australia(a)	495.20	359.70

(a) Includes the Northern Territory and the Australian Capital Territory.

**TABLE 8. PART-TIME ADULT EMPLOYEES : AVERAGE EARNINGS
AND HOURS PAID FOR, STATES, NOVEMBER 1983**

<i>State</i>	<i>Average weekly earnings (\$)</i>			<i>Average weekly hours paid for</i>			<i>Average hourly earnings (\$)</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	121.30	140.40	135.20	13.5	17.8	16.7	8.99	7.89	8.10
Victoria	148.00	139.70	141.30	15.2	17.3	16.8	9.74	8.08	8.41
Queensland	148.30	142.90	142.70	15.8	17.4	17.1	9.39	8.21	8.35
South Australia	146.30	132.90	139.80	16.3	17.9	17.7	8.98	7.42	7.90
Western Australia	125.90	129.10	127.30	14.8	17.3	16.8	8.51	7.46	7.58
Tasmania	151.20	125.00	135.30	15.9	15.8	15.8	9.51	7.91	8.56
Australia(a)	136.10	138.80	138.10	14.8	17.6	16.9	9.20	7.89	8.17

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 9. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	557.00	381.90	544.10	310.70	*	302.90	550.30	348.20	532.90
Manufacturing—									
Food, beverages and tobacco	383.90	292.70	361.60	211.40	203.40	206.40	370.10	255.30	337.10
Textiles; clothing and footwear	346.80	242.10	277.10	169.90	172.60	172.10	340.00	225.30	260.30
Paper, printing, etc.	391.00	284.10	358.00	166.50	158.20	164.50	370.00	244.10	325.40
Chemical, petroleum and coal products	426.20	299.20	395.00	194.40	191.30	192.90	420.80	282.70	384.20
Metal products, machinery and equipment—									
Basic metal products	415.90	319.30	409.10	233.90	221.90	233.50	402.40	303.60	394.90
Fabricated metal products; other machinery, etc.	376.70	264.00	353.30	202.90	187.90	200.10	356.20	244.00	331.30
Transport equipment	368.20	267.90	355.70	201.90	160.90	197.10	351.70	254.60	338.70
Total metal products, etc.	383.00	269.60	364.70	209.40	186.00	206.60	365.20	251.00	345.50
Other manufacturing	348.20	259.80	333.00	174.80	176.10	175.10	333.80	241.60	316.80
Total manufacturing	379.10	269.00	352.10	194.40	177.50	189.90	363.20	245.20	331.30
Electricity, gas and water	434.80	325.90	421.20	214.80	218.80	215.50	421.20	311.00	406.10
Construction	387.80	241.70	374.20	206.10	157.60	200.80	365.60	208.70	347.20
Wholesale trade	369.00	279.60	346.60	187.30	182.20	185.60	345.30	242.90	315.30
Retail trade	306.60	242.10	282.70	167.60	156.50	163.50	240.70	154.50	195.00
Transport and storage; communication	421.20	309.80	402.00	221.20	199.20	208.80	394.20	257.20	364.60
Finance, business services	411.80	283.90	351.70	212.00	184.70	192.30	364.90	233.80	293.90
Public administration, community services, etc.	410.60	323.70	355.80	173.20	181.90	181.10	368.00	245.50	277.80
Other industries	303.20	257.70	282.10	195.20	151.50	163.80	214.30	156.10	179.50
Total all industries	383.90	280.90	351.50	190.10	175.80	183.50	344.40	212.50	290.10

TABLE 10. FULL-TIME MALE NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1983

Industry	Full-time adult male employees						Full-time junior male employees	
	Overtime earnings	Overtime hours paid for	Ordinary time earnings	Ordinary time hours paid for	Total earnings	Total hours paid for	Total earnings	Total hours paid for
	(\$)		(\$)		(\$)		(\$)	
Mining	*	5.5	461.20	36.1	540.50	41.5	310.70	38.7
Manufacturing—								
Food, beverages and tobacco	*	*	312.90	37.8	367.10	42.0	211.40	39.3
Textiles; clothing and footwear	*	*	301.50	38.9	330.90	42.1	169.90	39.9
Paper, printing, etc.	*	3.4	337.10	38.1	379.80	41.4	166.50	39.8
Chemical, petroleum and coal products	46.90	2.7	349.70	37.2	396.60	39.9	194.40	38.1
Metal products, machinery and equipment—								
Basic metal products	48.60	3.4	350.70	37.0	399.30	40.4	233.90	36.5
Fabricated metal products; other machinery, etc.	41.30	2.1	315.00	37.4	356.30	39.5	202.90	39.8
Transport equipment	40.10	3.2	319.20	38.0	359.30	41.2	201.90	38.3
Total metal products, etc.	42.40	2.6	324.20	37.4	366.60	40.1	209.40	38.8
Other manufacturing	44.30	3.8	288.70	38.3	333.00	42.0	174.80	40.00
Total manufacturing	44.60	3.2	317.70	37.7	362.30	40.9	194.40	39.2
Electricity, gas and water	43.70	3.9	381.30	37.7	425.00	41.7	214.80	36.0
Construction	*	*	329.40	37.7	375.90	41.1	206.10	39.1
Wholesale trade	*	2.2	316.40	38.6	338.30	40.8	187.30	40.4
Retail trade	13.00	1.2	267.70	39.3	280.70	40.5	167.60	41.6
Transport and storage; communication	52.80	*	357.50	38.5	410.30	42.5	221.20	41.6
Finance, business services	*	*	355.10	38.2	372.80	39.9	212.00	39.5
Public administration, community services, etc.	*	*	376.20	37.3	391.90	38.2	173.20	*
Other industries	*	*	262.00	38.8	278.20	40.1	195.20	43.7
Total all industries	36.70	2.8	327.60	38.0	364.30	40.7	190.10	40.3

TABLE 11. FULL-TIME NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES, NOVEMBER 1983

AVERAGE WEEKLY EARNINGS (\$)								
State	Full-time adult employees						Full-time junior employees	
	Average weekly overtime earnings		Average weekly ordinary time earnings		Average weekly total earnings		Average weekly total earnings	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	*	8.40	339.30	274.60	375.90	283.00	191.00	180.60
Victoria	33.80	9.30	318.10	262.50	351.90	271.80	183.90	182.80
Queensland	39.60	5.90	322.40	259.90	362.00	265.80	208.50	161.00
South Australia	35.20	9.50	299.70	258.80	334.90	268.30	191.00	174.30
Western Australia	*	8.30	349.10	270.90	394.40	279.20	177.70	169.30
Tasmania	31.60	*	312.00	272.90	343.60	277.70	181.60	165.90
Australia(a)	36.70	8.40	327.60	267.70	364.30	276.10	190.10	175.80

AVERAGE WEEKLY HOURS PAID FOR								
State	Full-time adult employees						Full-time junior employees	
	Average weekly overtime hours paid for		Average weekly ordinary time hours paid for		Average weekly total hours paid for		Average weekly total hours paid for	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	2.6	0.7	37.4	37.6	40.0	38.4	39.4	38.7
Victoria	2.7	1.0	38.0	38.3	40.6	39.2	40.0	38.8
Queensland	3.0	0.6	38.4	38.5	41.4	39.1	40.5	39.2
South Australia	3.7	1.2	38.2	37.4	41.9	38.5	42.4	39.1
Western Australia	2.9	*	39.0	38.3	41.9	39.0	40.3	38.8
Tasmania	2.5	*	38.3	37.6	40.8	37.8	40.1	40.1
Australia(a)	2.8	0.8	38.0	37.9	40.7	38.7	40.3	38.9

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 12. FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983 (\$)

Industry	Average weekly earnings	Industry	Average weekly earnings
Mining	663.40	Electricity, gas and water	527.30
Manufacturing—		Construction	454.70
Food, beverages and tobacco	495.30	Wholesale trade	468.60
Textiles; clothing and footwear	414.80	Retail trade	361.20
Paper, printing, etc.	454.30	Transport and storage; communication	472.50
Chemical, petroleum and coal products	521.10	Finance, business services	479.90
Metal products, machinery and equipment—		Public administration, community services, etc.	513.40
Basic metal products	569.80	Other industries	372.30
Fabricated metal products; other machinery, etc.	490.30	Total all industries	461.40
Transport equipment	456.10		
Total metal products, etc.	494.30		
Other manufacturing	452.40		
Total manufacturing	483.50		

TABLE 13. FULL-TIME MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, STATES, NOVEMBER 1983 (\$)

State	Males	Females
New South Wales	485.10	305.90
Victoria	454.70	369.90
Queensland	447.60	295.40
South Australia	409.80	296.00
Western Australia	458.50	288.70
Tasmania	415.40	387.60
Australia(a)	461.40	325.20

(a) Includes the Northern Territory and the Australian Capital Territory.

TECHNICAL NOTE

Introduction

Since the estimates in this publication are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

Reliability of the estimates

2. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained, had all employers been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. The standard error can also be expressed as a percentage of the estimate and this is known as the *relative standard error*. The table below sets out approximate relative standard errors for a selection of average weekly earnings estimates.

4. An example of the use of this table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in Table 3 as \$374.00. The approximate relative standard error of this estimate is 1.4 per cent (or approximately \$5.20 rounded to the nearest ten cents). There are two chances in three that a complete collection would give a figure within the range \$368.80 to \$379.20 and nineteen chances in twenty that the figure would be within the range \$363.60 to \$384.40.

5. Estimates with a relative standard error greater than 15 per cent have not been included in this publication, except for estimates of overtime earnings and hours. Estimates of overtime earnings and hours are included if their relative standard errors are less than 15 per cent, or between 15 per cent and 20 per cent providing their standard errors are less than \$3.00 or 0.5 hours respectively.

6. The relative standard errors of the estimates of average weekly overtime earnings and hours, and of average weekly earnings and hours for part-time employees, are generally less than 10 per cent. Those relating to the private sector only are generally slightly higher than those for the private and government sectors combined.

7. The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
FULL-TIME EMPLOYEES, ALL INDUSTRIES, AUSTRALIA, NOVEMBER 1983
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME MANAGERIAL, ETC. STAFF									
Males	2.0	1.8	2.7	2.0	4.1	3.2	3.4	3.6	1.1
Females	2.1	2.7	3.6	2.6	5.3	4.6	4.2	2.2	1.5
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Overtime earnings	17.9	5.5	7.5	8.0	15.7	8.3	13.2	11.1	7.3
Ordinary time earnings	2.7	0.9	1.4	1.2	3.0	1.5	2.3	1.8	1.1
Total earnings	3.5	0.9	1.4	1.3	3.3	1.6	2.4	1.9	1.4
Junior males—									
Total earnings	1.6	1.4	2.5	2.8	3.1	4.6	6.0	3.6	0.9
Adult females—									
Overtime earnings	9.7	13.2	10.4	9.1	12.2	21.7	11.2	13.9	5.9
Ordinary time earnings	1.0	1.2	1.2	1.4	1.7	2.7	2.2	1.5	0.6
Total earnings	1.0	1.2	1.2	1.4	1.7	2.8	2.2	1.5	0.6
Junior females—									
Total earnings	1.4	1.3	2.1	2.8	2.3	3.1	2.6	2.0	0.8

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1983**
(Per cent)

<i>Industry</i>	<i>Adult males</i>	<i>Adult females</i>	<i>Junior males</i>	<i>Junior females</i>
Mining	10.8	5.5	2.8	15.4
Manufacturing—				
Food, beverages and tobacco	3.5	3.2	3.3	4.0
Textiles; clothing and footwear	3.1	2.0	5.1	4.0
Paper, printing, etc.	3.6	2.7	2.4	3.8
Chemical, petroleum and coal products	3.9	2.5	4.5	3.7
Metal products, machinery and equipment—				
Basic metal products	1.0	1.9	0.9	3.4
Fabricated metal products; other machinery, etc.	3.8	2.4	4.8	2.9
Transport equipment	1.0	2.6	1.2	3.6
<i>Total metal products, etc.</i>	<i>1.9</i>	<i>1.9</i>	<i>2.4</i>	<i>2.2</i>
Other manufacturing	1.7	2.0	3.1	8.4
<i>Total manufacturing</i>	<i>1.3</i>	<i>1.0</i>	<i>1.6</i>	<i>2.1</i>
Electricity, gas and water	0.4	0.2	0.3	0.5
Construction	2.4	4.8	4.7	5.1
Wholesale trade	2.1	2.1	3.2	2.7
Retail trade	1.7	1.7	1.9	1.7
Transport and storage, communication	0.9	1.0	1.3	1.4
Finance, business services	3.5	1.2	2.9	1.2
Public administration, community services, etc.	1.4	0.8	1.5	1.1
Other industries	3.1	2.4	4.1	4.3
Total all industries	1.4	0.6	0.9	0.8

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